

*In the Claims:*

1. (Canceled)
2. (Previously Presented) The method of claim 10 wherein the extracting is performed via an ontology.
3. (Original) The method of claim 2 wherein active entries in the ontology are limited to those approved by a human reviewer.
4. (Previously Presented) The method of claim 10 wherein the extracting is performed via detecting a synonym of the concept in the job candidate data.
5. (Canceled)
6. (Previously Presented) The method of claim 10 further comprising:  
receiving other job candidate data for a plurality of other job candidates;  
extracting a plurality of concepts from the other job candidate data;  
assigning the concepts within the other job candidate data associated concept scores representing experience for the plurality of concepts; and  
searching within an  $n$ -dimensional space for one or more job candidates, wherein the job candidates are represented in the  $n$ -dimensional space via the concept scores.

7. (Original) The method of claim 6 wherein  $n$  is greater than 100,000.
8. (Original) The method of claim 6 wherein  $n$  is greater than 1,000,000.
9. (Original) The method of claim 6 wherein  $n$  is greater than 3,000,000.
10. (Previously Presented) A computer-implemented method of representing job candidate data for a job candidate, the method comprising:
  - receiving the job candidate data;
  - extracting one or more concepts from the job candidate data, wherein at least one of the concepts represents a job skill of the job candidate;
  - storing data indicating the concepts as a representation of the job candidate data; and
  - assigning at least one of the concepts an associated concept score indicating a level of experience for at least one of the concepts, wherein the concept score is calculated according to the following:
    - (length of service \* recency factor) + related job skills; and
    - wherein the receiving, the extracting, the storing and the assigning steps are implemented by a computer system.

11. (Previously Presented) The method of claim 10 wherein the concept score is increased based on reputation of an organization at which an associated concept was applied according to the job candidate data.

12. (Previously Presented) The method of claim 10 further comprising:  
assigning a special-purpose concept with a score representing a geographical location of the job candidate.

13. (Previously Presented) The method of claim 10 wherein extracting the one or more concepts from the job candidate data comprises extracting at least one parent concept is-based on detection of a child concept related to the parent concept in a hierarchical concept arrangement.

14. (Previously Presented) The method of claim 10 wherein extracting the one or more concepts from the job candidate data comprises extracting at least one parent concept is-based on detection of multiple child concepts related to the parent concept in a hierarchical concept arrangement;

wherein a confidence score for the parent concept is calculated based on accumulation of confidence scores for the multiple child concepts.

15. (Previously Presented) The method of claim 10 wherein the job candidate data comprises a resume of the job candidate.

16. (Previously Presented) The method of claim 10 wherein the job candidate data comprises results of assessment of the job candidate, the assessment comprising a questionnaire, a test or a job application.

17. (Canceled)

18. (Original) A method for finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria.

19-32. (Canceled)

33. (Previously Presented) The method of claim 34 wherein the determining is performed with reference to identification of job skills identified in the job candidate data and related in an ontology to the concept.

34. (Previously Presented) A computer-implemented method of associating a score with a concept extracted from electronically stored job candidate data comprising at least a portion of a resume for a job candidate, the method comprising:

determining an experience level with respect to the concept for the candidate based at least on the job candidate data; and

storing a score indicating the experience level with respect to the concept for the candidate, wherein the experience level is determined based on the following calculation:

$(\text{length of service} * \text{recency factor}) + \text{related job skills},$

wherein at least the determining step is implemented by a computer system.

35. (Previously Presented) The method of claim 34 wherein the recency factor is calculated as a ratio of a constant value to a number of years.

36-37. (Canceled)

38. (Previously Presented) The method of claim 10 further comprising:  
extracting the one or more concepts via application of rules to the job candidate data by a heuristic term extractor.

39. (Previously Presented) The method of claim 38 wherein the method is performed by a system having one or more ontologies, and the extracting via application of rules extracts a concept not appearing in the ontologies as a concept.

40. (Previously Presented) The method of claim 38 wherein the extracting via application of rules extracts a concept not before encountered.

41. (Original) The method of claim 38 wherein the heuristic term extractor extracts at least one job skill in the job candidate data as a concept.

42. (Original) The method of claim 38 wherein the heuristic term extractor extracts concepts by identifying a portion of the job candidate data as a job skills list and extracts at least one job skill in the job skills list as a concept.

43. (Original) The method of claim 42 wherein the heuristic term extractor identifies job skills lists at least via detection of commas therein.

44. (Original) The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list at least based on the form of the possible job skills list.

45. (Original) The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list as a job skills list at least by detecting in the possible job skills list one or more job skills already classified in an ontology as job skill.

46. (Original) The method of claim 42 wherein the heuristic term extractor identifies a possible job skills list as a job skills list at least by detecting one or more keywords in the possible job skills list.

47. (Original) The method of claim 38 wherein the heuristic term extractor extracts at least one job title in the job candidate data as a concept.

48. (Previously Presented) The method of claim 47 wherein the heuristic term extractor removes one or more common stop words from the job title in the job candidate data.

49. (Canceled)

50. (Original) The method of claim 38 wherein the heuristic term extractor extracts at least one job title in the job candidate data as a concept.

51. (Original) The method of claim 38 wherein the heuristic term extractor extracts a management experience concept from the job candidate data.

52. (Original) The method of claim 51 wherein management experience is extracted based at least on a job title extracted from the job candidate data.

53. (Original) The method of claim 51 wherein management experience is extracted based at least on the presence of management-indicative key words within the job candidate data.

54-66. (Canceled)

67. (Previously Presented) A computer-implemented method of finding a job candidate suitable to fill a position, the method comprising:

receiving characteristics desired to fill the position; and

matching the characteristics desired to fill the position to a set of a plurality of job candidates via an  $n$ -dimensional concept space, wherein the receiving and the matching steps are performed by a computer system.



68. (Original) The method of claim 67 wherein  
the plurality of job candidates are represented by a plurality of job candidate  
representations in the  $n$ -dimensional concept space;  
the characteristics desired to fill the position are represented by a point in the  $n$ -  
dimensional concept space; and  
the matching is performed via a distance function to find the  $m$  job candidate  
representations closest to the point in the  $n$ -dimensional concept space.

69-72. (Canceled)

72. (Previously Presented) The method of claim 18 wherein the job candidate  
data comprises a resume of the job candidate.

73. (Previously Presented) The method of claim 18 wherein the job candidate  
data comprises assessment results of the job candidate.

74. (Previously Presented) The method of claim 18 wherein the extracting is  
performed based on detecting a synonym of the concept in the job candidate data.

75. (Previously Presented) The method of claim 18 wherein the concept  
scores are based at least in part on a level of experience for at least one of the concepts.

76. (Previously Presented) The method of claim 18 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

77. (Previously Presented) At least one computer-readable storage medium having stored thereon computer executable instructions, which instructions when executed by a computer system cause to be performed a method of finding a plurality of job candidates suitable for a job requisition, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria.

78. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises a resume of the job candidate.

79. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the job candidate data comprises assessment results of the job candidate.

80. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

81. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

82. (Previously Presented) The at least one computer-readable storage medium of claim 78, wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

83. (Previously Presented) A system for finding a plurality of job candidates suitable for a job requisition, the system comprising:

memory for storing computer executable instructions; and

at least one processor operable in conjunction with the instructions stored in the memory for finding the plurality of job candidates suitable for the job requisition by performing the following:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an  $n$ -dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the  $n$ -dimensional concept space;

receiving desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the  $n$ -dimensional concept space;

finding  $m$  job candidate points closest to the job candidate criteria point in the  $n$ -dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the  $m$  job candidate points as job candidates matching the desired job candidate criteria.

84. **(Currently Amended)** The system of claim 84 83 wherein the job candidate data comprises a resume of the job candidate.

85. **(Currently Amended)** The system of claim 84 83 wherein the job candidate data comprises assessment results of the job candidate.

86. **(Currently Amended)** The system of claim 84 83 wherein the extracting is performed based on detecting a synonym of the concept in the job candidate data.

87. **(Currently Amended)** The system of claim 84 83 wherein the concept scores are based at least in part on a level of experience for at least one of the concepts.

88. **(Currently Amended)** The system of claim 84 83 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.